



Irise International

Irise International

Impact Report & Accounts 2025



Contents

INTRODUCTION

Legal And Administrative Information
Message From The Chair
Executive Summary
Strategy 2025-30 And Beyond

IN THE UK

Empower Period Committee
Period Proud Sheffield
Toilet Policy Toolkit
Period Confident Schools
The Red Report
Period Equity Alliance

EAST AFRICA

A Global Sisterhood
Period Positive Schools and Communities
The Period Equality Network (TPEN)

GLOBAL ADVOCACY

Irise Global Gathering
Global Menstrual Collective
Scarlet Murmurations: Advancing Global Menstrual Justice

ACCOUNTS

Partners, Supporters and Collaborators
Structure, Governance and Management
Statement of Financial Activities and Independent Examiner's Report

Legal & Administrative Information

TRUSTEES

Linda Baines (Outgoing Chair)
Julia Maria Angeli (Incoming Chair)
Rachel McLafferty (Treasurer)
Joanne Nakakawa-Hampson
Kimber Bialik
Amisa Rashid (Resigned)
Katie Thiselton
Ella McNab
Dr Lilian Mabonga (Appointed)

EMPOWER PERIOD COMMITTEE

Our Empower Period Committee is made up of 12 menstrual justice activists from across the UK. They advise the board and staff on our youth-led work in the UK. They do not hold any formal legal or governance responsibilities.

EXECUTIVE

Chrissy Cattle (CEO)
Principal Address:
Irise International c/o Zest Centre 18 Upperthorpe, Sheffield
S6 3NA

www.irise.org.uk

UK Registered Charity Number: 1157722

Uganda NGO Registration Number: 11946

In East Africa, Irise International works in partnership with our sister organisation, Irise Institute East Africa (IIEA). IIEA are registered in Uganda and their main office is in Kampala. IIEA has an independent board and receive income independently of Irise International. The relationship between Irise International and IIEA and our shared goals are laid out in our Joint Strategy and a grant agreement governs the transfer of funds.

Message from the Chair



Linda Baines

Outgoing Chair of the Board of Trustees

“2025 has been a very strong year for Irise – our income has grown with the support of key donors and we value these partnerships not only for the financial support they provide, but for the thoughtful, supportive, and constructively challenging relationships we have built with our funders. This year, we refreshed our strategy, branding, and website, strengthening the clarity of our vision and how we communicate our work. We have continued to collaborate closely with our sister organisation, Irise Institute of East Africa (IIEA), based in Uganda. Across both organisations, our teams have continued to grow, with youth activists and leaders playing a central role in shaping and delivering our work.

Together, this progress has laid strong foundations for Irise’s future. Our CEO, Chrissy, is now well established in her role and has launched several exciting new initiatives, with many more in development. Her leadership, alongside the dedication of the team and trustees, is setting the stage for even greater impact.

As I step down after almost seven years as Chair, I reflect with pride on how far Irise has developed since its founding in 2014. Irise has helped to lead a rapidly growing global movement and has achieved international recognition for its transformative work on menstrual justice and gender equality. Our approach is deeply rooted in feminist leadership and values, which we have reaffirmed through our new strategy. Whether in the UK or through IIEA in East Africa, Irise continues to collaborate with more than 200 grassroots and community-based groups to drive local change and advocate for systemic transformation. As I hand over to Julia Maria Angeli, Irise’s new Chair, I am confident in Irise’s future and excited to see the organisation continue to grow and go from strength to strength.”



Julia Maria Angeli
Incoming Chair of the Board of Trustees

“It is a privilege to be stepping into the role of Chair of Trustees at such an important moment in Irise International’s journey. Over the past few years, the organisation has shown remarkable resilience and creativity through a period of transition and renewal, and I am excited to support the next phase of its growth and to work alongside an all-female, feminist Board.

What excites me most about this role is the opportunity to deepen our youth-led ethos through stronger links between the Empower Period Committee (EPC) and the Board and by ensuring that young people’s voices are more directly reflected in governance and decision-making. As Irise implements its new five-year strategy, we have a powerful opportunity to deepen our impact across East Africa and the UK, while also amplifying our voice in global advocacy for menstrual equity and bodily autonomy. I am particularly inspired by the potential of new initiatives such as the Menstrual Justice Academy to scale learning and influence.”

Executive Summary

2025 was a defining year for Irise International – a year of reflection, renewal, and laying the foundations for the future. Together with our youth board, trustees, staff team, sister organisation Irise Institute East Africa (IIEA), and global partners, we co-created bold new strategic plans and a renewed shared vision to guide the next phase of our work. Over the next 5 years, we will deepen our impact locally, nationally, and globally – grounded in feminist and decolonial principles, strengthening our commitment to shifting power, resourcing youth and grassroots leadership, and advancing menstrual justice.



We scaled our income, grew our team, strengthened our storytelling, pioneered new research, co-created new programmes and nurtured new partnerships – positioning Irise at the heart of the menstrual justice movement, working to shape a more just and liberated future for all who menstruate.

UK Highlights - A Youth-Led Movement

- We expanded our network of community period product banks to 12 locations across Sheffield, distributing 6,815 free period products through trusted local partners, alongside a series of youth-led workshops exploring the intersection of menstruation and faith and culture.
- Our Empower Period Committee - Irise's youth board made up of 12 activists from across the UK came together in a strategy retreat here in Sheffield and continued to shape Irise's programmes, campaigns, and strategy while leading advocacy in national spaces.
- We developed the Menstrual Justice Academy, a pioneering youth-led programme designed to build the next generation of menstrual justice advocates across the UK which we hope to roll out over the coming years.
- We launched The Red Report – our first annual national study on attitudes and stigma around menstruation
- We launched The Period Confident Schools Programme, which pilots our UK Schools Toilet Policy Toolkit and a groundbreaking new curriculum in 12 schools across England and Wales in 2026

East Africa Highlights

Resourcing Local Leadership & Strengthening Grassroots Movements

- We regranted £104,286 to IIEA, supporting locally led programmes, advocacy, research, and movement-building across the region.
- IIEA's flagship programme reached 14,772 people in 2025 alone across Uganda and Nakivale Refugee Settlement – including girls, boys, refugees, and young people living with disabilities – through menstrual health education, reusable products, peer learning, and improved WASH facilities.
- Through The Period Equality Network (TPEN), we distributed £30,300 in grants to 13 grassroots organisations across East Africa, collectively reaching more than 7,642 people with community-led menstrual justice initiatives.
- TPEN also secured two additional years of dedicated funding and launched a new regional strategy to strengthen operations, scale grassroots leadership, and deepen collective advocacy for regional and global impact.

Global Advocacy - Driving Global Conversations on Menstrual Justice

- In partnership with the Global Menstrual Collective, we launched Scarlet Murmurations: Advancing Global Menstrual Justice – a landmark report exploring menstrual justice through a rights-based, intersectional lens.
- Together with IIEA, we hosted the Irise Global Gathering, bringing together activists, researchers, funders, and practitioners from around the world to strengthen collaboration and advance collective action for menstrual justice globally.

Strategy 2025-30 & Beyond

In 2025, we dedicated significant time to reflecting on our journey as an organisation and shaping our plans and strategic direction for the years ahead. This process was rooted in co-creation and consultation with our youth board, Board of Trustees, sister organisations, and our wider network of allies and partners around the world. Our new Strategy 2025 and beyond was launched that year and is outlined on the following pages.

STRATEGY
Irise International Strategy

2025 to 2030

'Fewer than half of men say they would feel comfortable speaking about periods with a friend or family member'

In Kind Direct and Irise 2024

Theory of Change



Vision & Mission

A world where menstruation is no longer stigmatised, but reclaimed for collective liberation

At Irise International, we believe in a world where menstruation is no longer a source of shame, but is reclaimed for our collective liberation. We dismantle menstrual injustice by channeling power and resources to young activists and grassroots leaders, sustaining them as powerful forces for systemic change, and advocate for others to do the same. We center those facing intersecting forms of oppression, ensuring menstrual justice is embedded within broader social justice movements. Bold in our ambition, we refuse to work within the existing system, modeling new paths for a more just and liberated future.



STRATEGIC PILLARS

Build ourselves as a resilient, feminist community

Strengthen organisational resilience by ensuring we are led-by people who have diverse menstrual experiences, growing our income and embedding feminist values, fostering a culture of solidarity and collective care - sharing the responsibility for each other's well-being. Intentionally explore our partnership with IIEA through a facilitated process grounded in feminist and decolonial principles, sharing learnings as a blueprint for global partnerships.

Amplify the transformative power of youth action for menstrual justice

Pilot pioneering participatory approaches which drive resource and power directly to young people delivering grassroots activism, especially those experiencing overlapping forms of oppression. Capture learning and generate evidence for best practice, advocating for more direct funding to young people. Amplify youth leadership in UK policy, advocacy and programming, ensuring their contributions shape intersecting Government-led initiatives that will affect the realisation of menstrual justice. This includes the Free Period Product Scheme, RSE Curriculum Guidance, the Women's Health Strategy and other policies that affect people who menstruate relating to bodily autonomy, gender, the environment, disability and race.

Drive resource to global grassroots movements

Continue to mobilise resources and advocate alongside IIEA, driving strategic investment in grassroots initiatives while modeling decolonial and feminist practices that prioritise local leadership and amplify the voices of those most impacted by menstrual injustice. Explore opportunities to channel resources and scale impact globally, partnering with other regional grassroots menstrual movements and fostering communities of practice - coming together to deepen and embed learning.

Scale the menstrual justice approach globally

Through collaboration with aligned social justice movements, build solidarity by embedding a menstrual justice lens within broader social justice efforts, particularly in education, healthcare, climate action, and bodily autonomy. Ensure global south leadership and community-led solutions to menstrual injustice in global influencing spaces.

Impact in the UK



**CO-PRODUCED
IRISE'S NEW
STRATEGY
AND PROGRAMMES**



**CAME TOGETHER
FOR A 2-DAY IN
PERSON ACTIVIST
WELLBEING RETREAT
IN SHEFFIELD**

**LED ON THEIR OWN
MENSTRUAL JUSTICE
ACTIVISM AND
CAMPAIGNS**



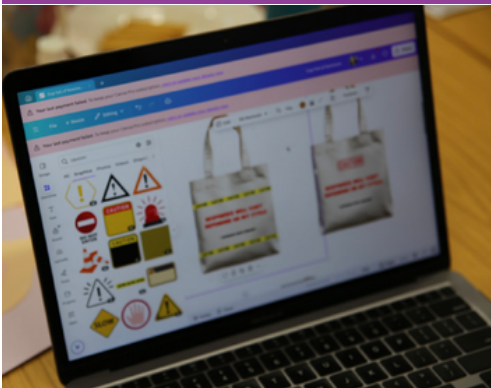
EMPOWER PERIOD COMMITTEE

**IRISE'S YOUTH
BOARD OF 12
YOUNG ACTIVISTS
FROM ACROSS
THE UK**



**EACH WITH
DIVERSE LIVED
EXPERIENCE
OF MENSTRUAL
INJUSTICE**

**REPRESENT IRISE
IN HIGH-LEVEL
ADVOCACY SPACES**





Period Proud Sheffield

In 2025 we distributed **6,815** period products which included:



TO OUR PERIOD PRODUCT BANKS HOSTED BY 12 ORGANISATIONS ACROSS SHEFFIELD

Irise has established a growing network of 12 period product banks across Sheffield, hosted by trusted community partners and embedded within neighbourhood spaces. Together, this network helps ensure that no one in our city is without access to the essential period products they need. Through strong local partnerships, we are not only distributing products but also delivering workshops with community groups and young people - breaking down stigma and building the knowledge, confidence, freedom and choice people need to manage their periods in ways that work for them.



- Big Issue North
- Darnall Wellbeing
- Door 43
- Sheffield Futures
- Family Voice
- Golddigger Trust
- ISRAAC
- Shipshape
- SOAR- Burnsgreave Library
- Stocksbridge CIC
- The Snowdrop Project
- Zest Centre

What our partners say...

“It’s had a massive positive impact, the service users who visit our building can take whatever products they need with privacy, but also having the product bank here invites people to come and chat to us about Irise and the work you do, which breaks down the stigma of periods.”



“the products enable [people] to feel confident and secure whilst having their period”

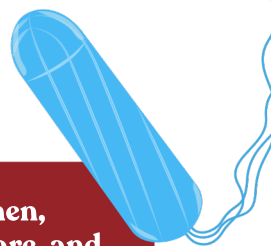
“Amazing. We are based in the midst of a diverse community. Many people don’t have money to buy reusable products or didn’t even know that they are available. They are costly and this enables the community to access free products and use the money to buy something else.”

“It has helped us to help women in their time of need.”



“It has been such a valuable part of our girls programme, when we talk about periods we can also give relevant information and also free products to the group. Many have not heard of the variety of period products they can access.”

“It has reduced financial stress for women, ensured access to essential menstrual care, and promoted dignity and confidence.”



“Many women have shared that having these products available has reduced stress, boosted their confidence, and helped them stay active in their daily lives, whether that’s attending work, school, or community activities. It has also encouraged more open conversations about menstrual health and wellbeing within our centre.”



WE DELIVERED A SERIES OF CITY-WIDE WORKSHOPS AND COMMUNITY EVENTS DESIGNED TO BREAK STIGMA, BUILD CONFIDENCE, AND STRENGTHEN MENSTRUAL KNOWLEDGE ACROSS DIVERSE COMMUNITIES.

We hosted an International Women’s Day information table at Burngreave Library, engaging local residents in conversations about menstrual equity and access.

We worked with 16 women who speak English as a second language to explore gaps in menstrual health knowledge, provide practical period product demonstrations, and create space for open, supportive discussion.

In partnership with Ricebox, we facilitated workshops in Sheffield (7 women) and London (8 women) with women from South Asian backgrounds. Together, we explored experiences of period stigma and co-created an interactive “Periods in Your Language” quilt, which was launched at a public event on International Women’s Day (8th March).

We delivered faith-inclusive Menstrual Health Champion training with 7 women from Sheffield, equipping them with the knowledge and confidence to share accurate information and challenge stigma within their own communities.

We hosted a joyful and affirming Iftar with over 80 Muslim women in Sheffield, creating a culturally sensitive space to celebrate periods, dismantle stigma, and encourage period confidence during Ramadan.

We held stalls at Menofest and at the Uganda Independence Celebrations, widening our reach and ensuring menstrual justice is visible and accessible in community spaces across the city.

We delivered workshops at Zest Youth Club, supporting young people to build knowledge and challenge stigma in their peer groups.



A huge thank you to our donors and partners!

BIG ISSUE NORTH
THE INDEPENDENT STREET PAPER (WORKING NOT BEGGING)



The Charles & Elsie Sykes Trust



modibodi[™]

UK Schools Toilet Policy Toolkit

During our 'Every Period Counts' campaign in 2023, hundreds of young people across the UK shared their experiences with Irise of not being able to access toilet facilities and period products at school, despite schools being signed up to the Government's Period Product Scheme.

One 16-year-old pupil shared,

“My school has now put shutters on every single toilet.”

From locked toilets to cubicle doors being removed, young people across the UK are facing daily barriers to accessing toilets during school hours. This issue extends beyond period inequality to encompass a human rights concern, affecting not only those with periods but also students with bladder and bowel conditions.

As one 22-year-old said,

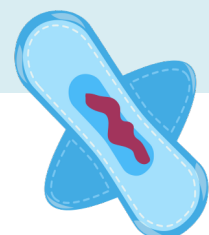
“The never-ending debate of accessing toilets in schools must be addressed if we want to create inclusive education for all. The best way to do that? Include us. Young people have to be involved to ensure we have lasting change for everyone in the schooling system.”

In the summer of 2024, Irise brought together a diverse group of young people from across the UK, along with their allies and educators, in a roundtable hosted by the Lord Mayor, Jayne Dunn, to directly inform the creation of a 'Toilet Policy Toolkit.' This toolkit equips schools with the necessary tools to design a Toilet Policy that is inclusive and works for all students.

Ever wondered what a Gold Standard Loo might look like?

The toolkit covers a wide range of issues related to toilet access, including supporting pupils with periods during exam time, addressing concerns around vaping in toilets, and ensuring LGBTQAI+ students can access both toilets and period products, among others.

Endorsed by leading organisations such as Bloody Good Period and Plan UK, the Toilet Policy Toolkit will be launched in February 2025, along with a Welsh-translated version, in collaboration with phs Group.





The Period Confident Schools Programme tackles two menstrual justice issues that young people are facing in England and Wales: menstrual education that does not meet their needs and difficulties in accessing toilets and period products in their schools.

Period Confident Schools is Irise International’s ground-breaking initiative working with schools across England & Wales to:

- More effectively implement the Government’s Free Period Product Scheme, improving access to free period products in schools whilst ensuring inclusivity of learners with Special Educational Needs, LGBTQAI+ students, neurodivergent learners, and faith and cultural diversities.
- Position youth voice at the centre of transforming school toilet access policies by piloting our youth-led UK Schools Toilet Policy Toolkit. Together, we balance the needs of both teachers and students to create new toilet access policies which honour the rights of all students to access toilets, including those who menstruate.
- Train teachers to deliver a pioneering, age-appropriate menstrual curriculum, co-designed by primary school teacher Belski and Dr. Maria Tomlinson at the University of Sheffield.
- This curriculum directly supports the Department for Education’s latest RSE guidance to be implemented in September 2026, stating that menstrual health education should be delivered prior to girls’ starting their periods (which, for some, is as early as 8 years old).
- Take a whole-school approach to catalyse youth-led systemic change and a shift in culture around periods and menstrual justice.

In 2025 we received funding to pilot Period Confident Schools in 12 schools across England and Wales in 2026.



What Teachers say..

“The initiative has ensured that students do not miss lessons, extracurricular activities, or social opportunities due to lack of access.”

“Students feel more confident and informed, not only about their own bodies but also in supporting peers.”

“Students feel encouraged to talk about periods without embarrassment or fear of judgment, which has contributed to a significant reduction in stigma, helping to normalise conversations about menstrual health and wellbeing.”

“This practical support has been crucial in promoting equity and reducing barriers to full participation in school life.”

What Students say...

“Many of the girls have felt more comfortable detailing their struggles to members of staff... rather than covering it up.”

“Something as simple as placing products in a more public space not only made accessing products more efficient, but also reduced the stigma surrounding menstruation.”

“I am advocating within my school to implement education on menstrual equity within the curriculum, such as within our personal development lessons or assemblies.”



THE RED REPORT

On Menstrual Health Day, Irise launched a groundbreaking annual study to track how attitudes and knowledge around menstruation are shifting and to uncover what is influencing change. In Spring 2025, our survey of 2,000 British adults revealed a shocking reality...

- **Stigma, inequity, and discomfort around menstruation remain deeply embedded in our society.**
- **Nearly 1 in 4 people who menstruate struggle to afford period products, rising to almost 1 in 3 Gen Z, Disabled and Black, Asian and Minority Ethnic (BAME) menstruators.**
- **Almost 1 in 5 menstruators have experienced discrimination due to menstruation in the past year – increasing to nearly 1 in 4 for Gen Z and BAME menstruators.**
- **More than a quarter of menstruators reported feeling embarrassed about menstruation in the past 12 months. This rises to 1 in 3 among Gen Z.**
- **Most UK adults are still uncomfortable talking about menstruation in day-to-day situations. Menstrual knowledge remains critically low, but the data suggests that greater knowledge leads to greater comfort – highlighting the transformative power of menstrual education.**
- **Social media, news media, advertising, and activism are all seen as having a role to play in breaking the silence and destigmatising menstruation.**
- **UK adults support menstrual leave policies, signalling public readiness for meaningful policy change.**

Taken together, these findings highlight both the urgent need for action and the enormous opportunity for progress. The Red Report will be published annually to track this evolving landscape - exposing challenges, spotlighting change, and galvanising action toward a more just, informed, and shame-free future for all.

Download the full report [here](#).



**9,478 unique visitors to the
Red Report webpage**



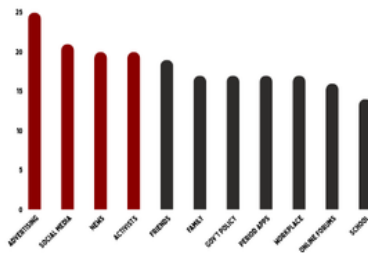
**Full report downloaded
233 times**

ALMOST 1 IN 4 PEOPLE WHO MENSTRUATE STRUGGLE TO AFFORD PERIOD PRODUCTS

THIS RISES TO ALMOST 1 IN 3 GEN Z WHO MENSTRUATE

25% of menstruating UK adults and 50% in Gen Z population

ACTIVISM PLAY THE STRONGEST ROLE IN DECREASING STIGMA AROUND MENSTRUATION



ALMOST 1 IN 5 MENSTRUATORS HAVE EXPERIENCED DISCRIMINATION BECAUSE OF MENSTRUATION IN THE LAST 12 MONTHS



THIS RISES TO ALMOST 1 IN 4 GEN Z MENSTRUATORS

17% of menstruating UK adults and 23% in Gen Z population

MORE THAN A QUARTER OF MENSTRUATORS HAVE FELT EMBARRASSED BECAUSE OF MENSTRUATION IN THE LAST 12 MONTHS



THIS RISES TO 1 IN 3 GEN Z MENSTRUATORS

27% of menstruating UK adults and 32% in Gen Z population

MORE THAN HALF OF UK ADULTS SUPPORT POLICIES RELATED TO MENSTRUAL LEAVE AND ONLY 1 IN 7 ARE AGAINST THEM

I WOULD SUPPORT WORKPLACE POLICIES RELATED TO MENSTRUAL LEAVE



GEN Z AND MILLENNIALS MOST LIKELY TO BE IN FAVOUR

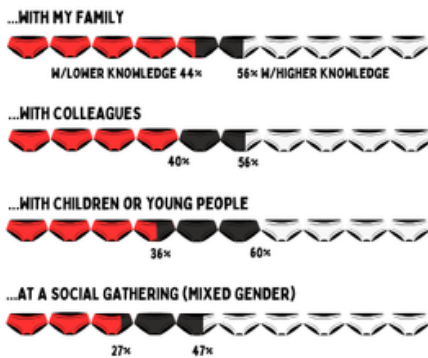
51% of UK adults and 62% and 66% of Gen Z and Millennials

I WOULD FEEL COMFORTABLE TALKING ABOUT MENSTRUATION...



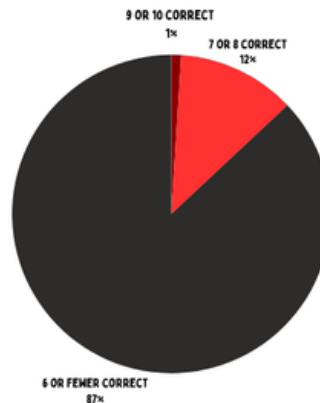
Percentages of UK adults

I WOULD FEEL COMFORTABLE TALKING ABOUT MENSTRUATION...



Percentages of UK adults

KNOWLEDGE IS LOW



2000 UK Adults were asked 10 true or false questions around menstruation

Period Equity Alliance

The Period Equity Alliance (PEA) is a UK-wide coalition of organisations and advocates working together to accelerate progress on menstrual justice. By bringing together expertise from across the sector, the Alliance strengthens coordination on policy and advocacy, holds government to account on its commitments, and increases the collective impact of the movement.

Aligned around shared priorities—including improving access to period products, tackling stigma, strengthening education and increasing community support—the PEA enables members to collaborate, share insights, and avoid duplication, ensuring more strategic and effective action.

Irise is a core member of the Alliance because we believe lasting change requires collective action. Through the PEA, we amplify youth-led voices, contribute our research and advocacy expertise, and strengthen joint calls for systemic change—recognising that together, we are more influential than any one organisation alone.

2025 Highlights

- National advocacy efforts through Essity’s Ban the Ban campaign, including attending a high-level roundtable chaired by Dame Lesley Regan, strengthening ministerial engagement and supporting the formation of the CensHERship alliance in collaboration with PEA members.
- Protecting access to period products in schools by engaging with the Department for Education and Ministers through roundtables, open letters, and evidence submissions to advocate for the continuation of the Period Products Scheme. This resulted in the confirmation of the Government tender for England, securing provision through to 2028/29.
- Driving evidence-based advocacy by submitting evidence and coordinated joint letters to the Secretary of State for Education, ensuring lived experiences and sector insights informed decision-making.
- Strengthening the Alliance for growth by leading the development of the PEA’s identity and brand, laying the foundations to expand membership and increase reach in 2026.
- Advancing research and lived experience through a partnership with Birmingham City University as a joint applicant to embed lived experience of period inequity into the development of community intervention toolkits. The funding has been secured, with delivery beginning in September 2026.
- Sustaining sector momentum through amplification of the work of Alliance members and helping mitigate the impact of the closure of Bloody Good Period, ensuring continued visibility and coordination across the movement.



A woman wearing a white hijab and a blue long-sleeved top is shown in profile, speaking into a microphone. The background is a vibrant, colorful pattern of polka dots in shades of green, yellow, pink, and black. The overall image has a teal overlay.

In East Africa



2025: A Snapshot of a year of sisterhood

2 joint board meetings



£104,286 regranted from Irise International to IIEA in 4 quarterly payments

7,642 people directly impacted via the TPEN small grants programme

£30,300 distributed in small grants to 13 organisations across East Africa via the TPEN small grants programme



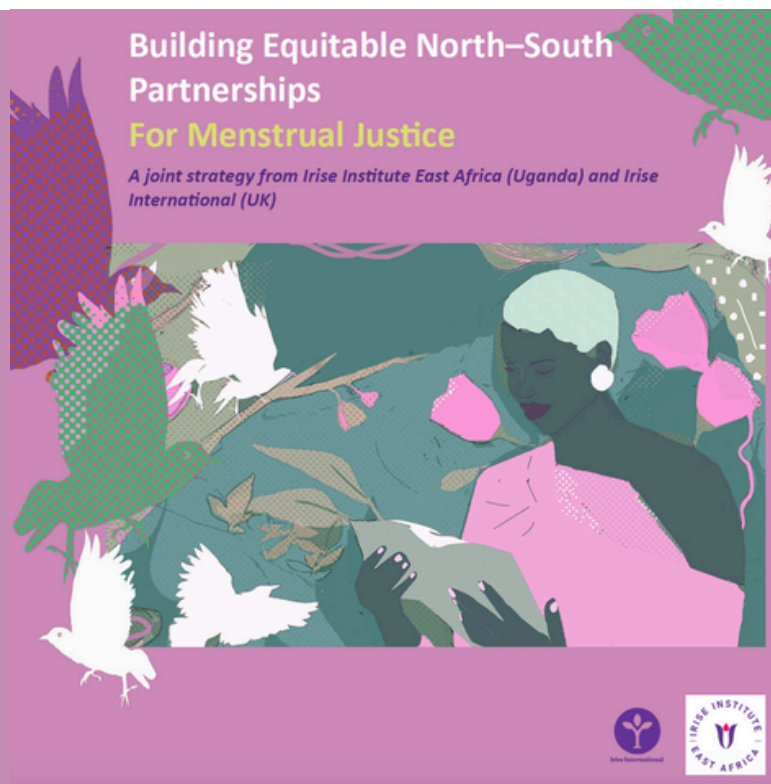
14,772 people reached in 2025 through the Period Positive Schools Programme



A decade of sisterhood marked with a new Joint Global Strategy

Exploring our Global Partnership for Menstrual Justice

This year, Irise International and IIEA completed a reflective process to strengthen our decade-long “sisterhood”. Through facilitated deep listening and storytelling we created space to honestly reflect on our shared journey - celebrating successes while addressing challenges. This process culminated in a renewed shared vision and roadmap for the next 5–10 years, alongside strengthened values, accountability, and funding approaches. Together, this work lays the foundations for a more equitable, collaborative, and sustainable global partnership to drive menstrual justice.



Our Shared Vision

A world where people are not limited by menstruation - able to learn, work, and thrive with dignity, confidence, and equal opportunity - upheld by resilient grassroots movements, just and equitable partnerships, and systems that redistribute power and resources fairly across the globe.

Our Mission

We work together to ensure no person who menstruates is held back. Rooted in a decolonial approach, we strengthen local movements and grassroots leadership, generate evidence to influence systems and policies, and build a just ecosystem where resources flow equitably to grassroots organisations and communities.

Period Positive Schools, Uganda

Irise continued to mobilise resources and strategic support for IIEA’s flagship menstrual health programme, helping to strengthen and expand its impact throughout 2025. The programme takes a holistic, community-centred approach to achieving period equity by working closely with local government and targeting government-funded schools in Jinja District to shift harmful social norms, improve menstrual health education, and strengthen WASH (Water, Sanitation, and Hygiene) facilities in schools.

Alongside infrastructure and education, the programme distributes reusable menstrual products and delivers inclusive peer-led learning sessions for both girls and boys, helping to reduce stigma and build supportive school communities. The model has also been successfully adapted for humanitarian settings in Nakivale Refugee Settlement through We Empower Her (WEH), as well as tailored specifically to support girls living with disabilities.

Throughout 2025, new funders joined the initiative, enabling the programme to deepen its impact and scale its reach to more underserved communities. Operating across 25 government-aided primary schools in 9 sub-counties in Jinja and Isingiro, the programme has cumulatively reached more than 60,000 students and community members. During this reporting period alone, the programme directly reached 14,772 people, including:

5,999 girls under 18

2,223 boys under 18

5,084 adults

355 girls living with disabilities

1,107 refugees in Nakivale Refugee Settlement



The programme places a strong emphasis on inclusion, ensuring that girls with disabilities and young people living in refugee communities can access the information, products, and support they need to manage menstruation with dignity and confidence.

“Before interacting with IIEA, I used to see menstruation as an extra burden on top of my disability. Now I have received period panties and I receive support from both boys and girls without disabilities, thanks to the peer-to-peer learning sessions. Thank you so much, Irise, for thinking about children with disabilities like me.”

“Since interacting with Irise Institute East Africa, I have become more confident during my periods. Previously, I used to miss my classes because I felt ashamed and I did not have access to pads. However, thanks to Irise, I am now able to attend my classes freely during periods.”

By combining menstrual health education with peer support, inclusive programming, improved WASH facilities, and access to reusable products, the programme is helping to create safer, more supportive school environments where every young person can thrive.



The Period Equality Network (TPEN)

TPEN is emerging as a powerful civil society voice within the East African landscape and is becoming well known and respected as an expert network within the menstrual space. IIEA has continued to coordinate the 160 member organisations of TPEN to participate in various advocacy processes at national, regional and global levels. These include participation of members in the menstrual hygiene management (MHM) National Steering Committee meetings hosted by the Ministry of Education and Sports. In the global advocacy space, members of the TPEN network have been invited to host fireside chats with the Global Menstrual Collective, elevating grassroots action in menstrual health to a wider global menstrual sector audience.

In partnership with The Waterloo Foundation, Irise International and IIEA continued to strengthen the grassroots menstrual justice movement through the TPEN Small Grants Programme. The initiative provides funding, training, and mentoring to community-led organisations working to advance menstrual health and hygiene (MHH) across East Africa.

In 2025, TPEN also entered an exciting new phase of growth, launching a renewed 5 Year Strategy alongside securing two additional years of dedicated funding. This investment will enable the network to strengthen its operations and systems for scale, while deepening collective advocacy efforts to drive regional and global impact on menstrual justice.

In 2025, 13 grassroots organisations across Uganda, Kenya, Tanzania, Rwanda, and Burundi received grants totalling £30,300 to deliver innovative, locally-led menstrual justice initiatives. Out of 37 applications, 13 organisations were selected, including 9 new grantees and 4 organisations receiving scale-up funding following successful delivery in 2024.

Collective Impact

Together, TPEN grantees directly reached more than 7,642 people through school and community-based menstrual health programmes. The projects improved access to menstrual health information and products, strengthened community engagement, and challenged harmful stigma and cultural taboos surrounding menstruation.

The programme supported a wide range of innovative approaches, including:

- Disability-inclusive menstrual health education in Rwanda
- Digital storytelling and social media advocacy across East Africa
- Feminist art and music campaigns challenging stigma
- Community-led policy and advocacy toolkits
- Reusable pad-making training and sustainable product access
- Male allyship and gender-inclusive menstrual health education
- Refugee and pastoralist community engagement

Several projects also secured wider influence and policy engagement. For example, Voice of Youth Tanzania successfully advocated for menstrual health to be included in Monduli District's 2025/26 budget planning process, while Toto Centre Initiative's advocacy in Kenya led to plans for disability-friendly washrooms at Hongwe Special School.

Building a Stronger Regional Movement

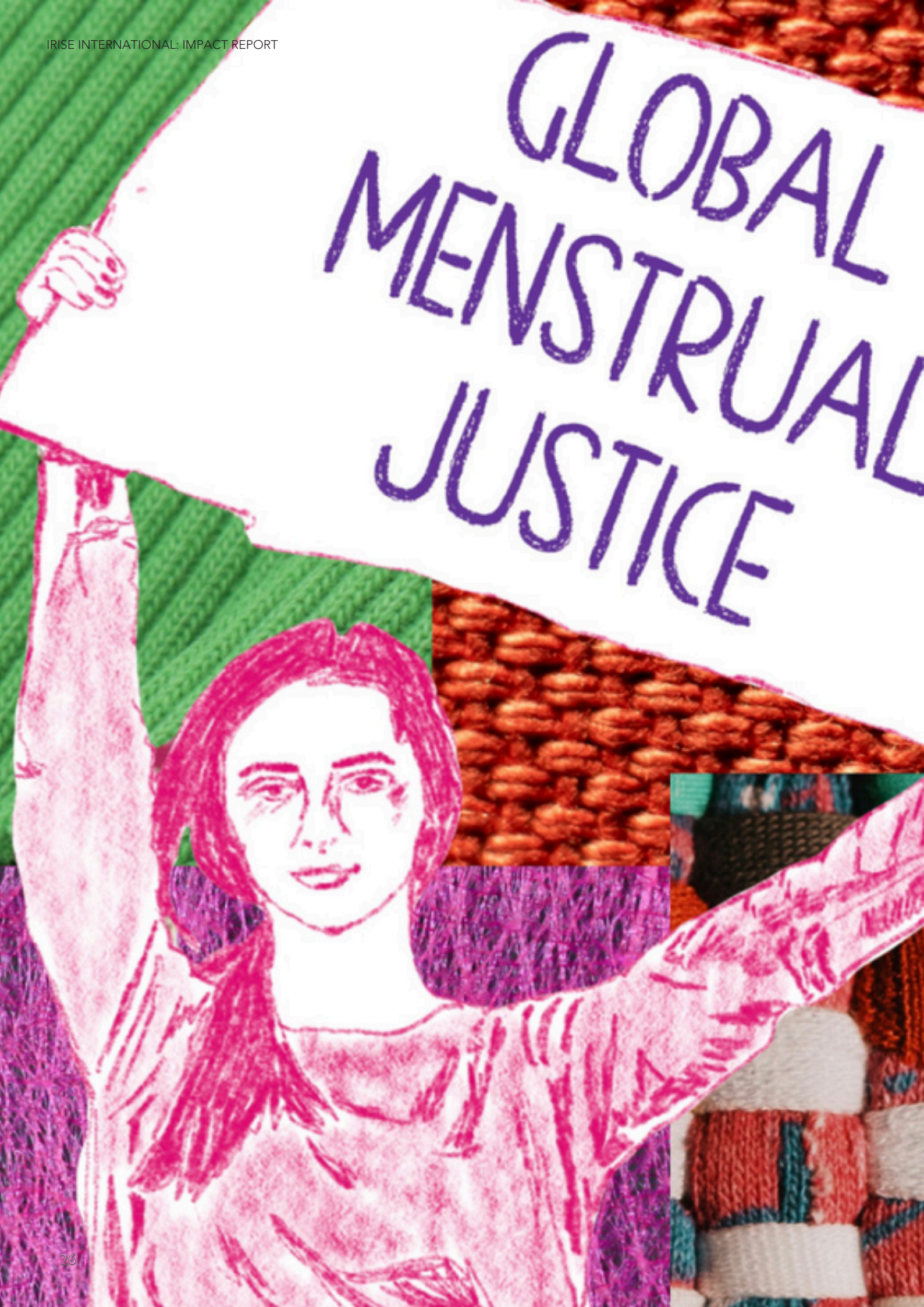
Beyond direct delivery, the programme strengthened the capacity and visibility of grassroots organisations leading menstrual justice work in their communities. Grantees participated in Menstrual Hygiene Day campaigns, engaged local leaders and schools, and amplified youth-led advocacy through media and arts.



Organisation	Country	Grant
Voice of Youth Tanzania	Tanzania	£2,500
Imatter Initiative	Rwanda	£2,500
Toto Centre Initiative	Kenya	£1,800
Empower Her Initiative	Kenya	£2,000
Dwona Initiative	Uganda	£2,000
Child Rights Development	Uganda	£1,000
Peer to Peer Uganda	Uganda	£1,000
Community Concerns for Girls	Uganda	£1,000
Global Learning for Sustainability	Uganda	£1,000
Zamara Foundation	Kenya	£5,000
Faraja Africa Foundation	Uganda	£5,000
Dodi Community Foundation	Uganda	£2,500
Marahaba Music Expo	Burundi	£3,000



GLOBAL MENSTRUAL JUSTICE





Global Menstrual Collective

Global Menstrual Collective

Irise continues to engage with the Global Menstrual Collective (GMC), a global platform for UN bodies, international NGOs, and local and regional networks collectively furthering menstrual justice globally. Irise sits on the Advocacy and Climate working groups and has contributed to the development of new briefings around the intersection of menstrual justice and climate. Since its inception, the GMC, through its members, have co-developed several resources to drive action and investment in the menstrual space. Highlights of this work driven by members include:

- 2024:** Exploring new themes of climate change and private sector engagement for menstrual health
- 2023:** A focus on integrating menstrual health and SRHR and on menstrual justice for all
- 2022:** Advocating for menstrual health to be a health and human rights issue
- 2021:** Defining Menstrual Health for policy and practice
- 2020:** Responding to the Covid-19 pandemic with comprehensive online resources and infographics





Scarlet Murmurations

Advancing Global Menstrual Justice

“This report has the potential to change the global discourse on menstrual justice work – if we use and share it”

[Scarlet Murmurations: Advancing Global Menstrual Justice report](#), commissioned by Irise International in partnership with the Global Menstrual Collective, has emerged as a vital tool for the menstrual movement. It strengthens and complements existing efforts to shape a global consensus on menstrual justice, offering a clear framework for embedding a justice lens across action globally. The report equips advocates and organizations with the tools to critically assess their own practices, championing a rights-based approach that prioritises equity, inclusion, and empowerment. By fostering deeper reflection and action, it paves the way for more transformative, community-driven solutions in the pursuit of menstrual justice.

A Global Advisory Group came together to collectively define a Terms of Reference, leading to an open call for consultants. In March 2024, after a thorough interview process, Ingrid Lynch and Abigail Solomons were appointed as lead consultants for this crucial work. Together with the Global Advisory Group and through extensive desk reviews, the development of case studies, and consultations with grassroots networks, the team engaged with organizations and communities across the Global South. These efforts have played a pivotal role in elevating impactful examples of menstrual justice, demonstrating the breadth of issues and highlighting the diverse populations involved in the movement. The case studies, developed by in-country leads, explore how menstrual justice intersects with other critical issues. These include the challenges faced in humanitarian and conflict contexts, the experiences of Indigenous communities, and the unique needs of LGBTQIA+ individuals. The report also examines the intersection with disability, religious and cultural practices, and the climate crisis—further deepening the understanding of menstrual justice in its full context.

The report and Executive Summary are available for download on Irise’s website. Throughout 2025 and beyond, Irise actively disseminated the findings, engaging stakeholders across sectors in the report’s recommendations and fostering global communities of practice to drive meaningful change in menstrual justice.

Menstrual Justice can be understood as a rights-based, intersectional approach that seeks to dismantle structural inequities related to menstruation and the menstrual cycle.

Scarlet Murmurations urges movement actors to first consider our own readiness and commitment to justice-oriented action.



Our Partners, Supporters and Collaborators

A massive thank you to all our incredible funders, supporters and collaborators:

Asan Cup	Lush
Ashworth	Make Your Mark
Awards for All	NixiBodi
Another Way Women's Fund	One Stop
Be One	Ricebox
Big Issue North	Rosa Foundation
Charlie & Elsie Sykes	Sense Foundation Brussels
CEU	Scurrah Wainwright
Coles Medlock Foundation	Sheffield Autism Partnership Network
Cysters	Shipshape Community Hub
Darnall Wellbeing	SOAR Burngreave
Days for Girls	South Yorkshire Community Development Foundation
De La Rue	Stocksbridge CIC
Family Voice	Swire Charitable Trust
Faroe ODA	The Big Give
Flintshire Council	The Global Menstrual Collective
Freshgate	The Joffe Charitable Trust
Headley	The Period Equality Network (TPEN)
In Kind Direct	The Waterloo Foundation
Irise Institute East Africa	University of Sheffield (UoS 1 & UoS 2)
Israac	Voluntary Action Sheffield
JG Graves Charitable Trust	Zest Centre
KE Awards	
Love Your Period	

Structure, Governance and Management

Board of Trustees

Irise International is a Charitable Incorporated Organisation (CIO) registered with the UK's Charity Commission, governed by a constitution. The Board of Trustees comprises 7 people who are responsible for supervising the management of all the affairs of Irise International. Board meetings are held four times yearly at the end of every quarter. Trustee recruitment and appointment are done based on the specific skills and experiences required and the nomination of an existing trustee, and they are voted upon. No other organisation or body has the right to appoint trustees to the charity.

Trustees' Responsibilities

The board of trustees is responsible for ensuring that all the activities are within UK law and fall within the agreed charitable objectives. Its work includes setting strategic direction and approving the financial plan. The trustees are responsible for maintaining proper accounting records which reveal the charity's financial position with reasonable accuracy at any given time. They are responsible for safeguarding the charity's assets and, hence, for taking reasonable steps to prevent and detect fraud or any other irregularities. The board delegates day to day running of the charity to the Chief Executive Officer and acts on advice and information from regular meetings with members of the Executive Team.

Staff and Structure

Irise International is firmly committed to young people's leadership, particularly of diverse women and girls and other marginalised genders. Irise International aims to be a high-impact, agile organisation. It therefore employs a small core team and works flexibly with a network of freelancers and consultants to achieve cost-effective, high-impact work, creating opportunities for emerging young leaders across its programmes. In 2025, this comprised one core staff member supported by a network of freelance specialists. This model has proven resilient in a challenging funding landscape for small charities and allows Irise to draw on a breadth of expertise while remaining financially flexible.

In our East Africa work, we are committed to supporting East African leadership, particularly young women's leadership. We continue to invest in supporting the growth and development of our sister organisation, Irise Institute East Africa. Efforts include enabling them to build a diverse funding portfolio with international and African-based funders to support their long-term independence and sustainability.

Risk Management

The trustees actively review the significant risks that the charity faces regularly, together with an annual review of the financial systems. The trustees have taken steps to put in place and regularly review a reserves policy as detailed in the financial statements. The trustees periodically identify and review the risks the organisation faces through an organisational risk management process and confirm that they have established systems to mitigate significant risks.

Structure, Governance and Management

Equal Opportunities

Irise International is a charity committed to promoting equal opportunity. It takes affirmative action to ensure gender-equal access to education and employment. In carrying out this objective, Irise treats individuals with respect within the organisation and in the field. Wherever possible, we create a broad base for consultation and decision-making.

To accomplish the overall objectives as expressed in the Constitution, Irise will:

- Comply with all applicable laws and regulations governing employment in the UK and host countries, which include the Equality Act 2010;
- Provide equal opportunity to all employees and all applicants for employment;
- In employment, prohibit unlawful discrimination or harassment because of race, colour, nationality, religion or religious beliefs, ethnic or national origin, age, gender, marital status, civil partnership or gender reassignment, sexual orientation or disability;
- Advise all employees of Irise's Equal Opportunities Policy;
- Pay particular attention to recruitment procedures, probationary periods, terms and conditions of employment, dismissal, leave, promotion and deployment patterns;
- Develop mechanisms for resolving grievances about unfair discrimination and harassment;
- Review its Equal Opportunities Policy regularly

Liability of Members

Irise International is a registered Charitable Incorporated Organisation limited by guarantee. If the CIO is wound up, its members have no liability to contribute to its assets and no personal responsibility for settling its debts and liabilities.

Public Benefit

The Trustees confirm that they have complied with the duty in Section 17 of the Charities Act 2011 to consider the public benefit guidance published by the Commission in determining the charity's activities.

Signed on behalf of the Trustees,



Julia Maria Angeli, Chair of the Board of Trustees

Independent Examiner's Report to the Trustees of
Irise International CIO
Charity number 1157722

I report to the trustees on my examination of the accounts of Irise International CIO ("the charity") for the year ended 31 December 2025.

Responsibilities and basis of report

As the charity's trustees you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

I am qualified to undertake the examination by being a qualified member of the Institute of Chartered Accountants in England and Wales.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination which gives me cause to believe that, in any material respect:

- accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Simon Porter FCA
120 Woodcote Road
Caversham
Reading
Berkshire
RG4 7EZ

June 2026

Irise International CIO

Statement of Financial Activities **for the Year Ended 31 December 2025**

	Note	2025 Unrestricted funds £	Restricted funds £	Total Funds £	2024 Total Funds £
INCOMING RESOURCES					
Incoming resources from generated funds					
Income from grants and donations	2	22,362	204,614	226,976	200,382
Other income	2	-	-	-	-
Total income		22,362	204,614	226,976	200,382
Expenditure					
Expenditure on generating funds	3	7,994	62,742	70,736	73,569
Expenditure on charitable activities	3	-	152,020	152,020	172,140
Total Expenditure		7,994	214,762	222,756	245,709
Net movement income for the year		14,368	(10,148)	4,220	(45,327)
Balance brought forward		24,429	96,602	121,031	166,358
Balance carried forward		38,797	86,454	125,251	121,031

Balance Sheet
At 31 December 2025

	Note	2025 Unrestricted funds £	2025 Restricted funds £	2025 Total funds £	2024 Total funds £
Stock		-	8,250	8,250	16,400
Accounts receivable		18,850	-	18,850	-
Cash at bank and in hand		152,694	78,204	230,898	111,332
		<u>171,544</u>	<u>86,454</u>	<u>257,998</u>	<u>127,732</u>
Creditors	5	(132,747)	-	(132,747)	(6,701)
Total Net Assets		<u>38,797</u>	<u>86,454</u>	<u>125,251</u>	<u>121,031</u>
Unrestricted funds		38,797	-	38,797	24,429
Restricted funds		-	86,454	86,454	96,602
Total funds		<u>38,797</u>	<u>86,454</u>	<u>125,251</u>	<u>121,031</u>

The accounts were approved by the Board of Trustees on June 2026 and were signed on its behalf by:



Julia Maria Angeli
Chair of Trustees

Irise International CIO

Notes to the Financial Statements **for the Year Ended 31 December 2025**

1. ACCOUNTING POLICIES

1.1 Basis of Accounting

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice' applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011. Irise International CIO meets the definition of a public benefit entity under FRS102.

Assets and liabilities are wholly recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s). The financial statements are prepared under the historical cost convention, in sterling, which is the functional currency of the Charity.

Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. The trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

Incoming resources

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received, and the amount of the income receivable can be measured reliably.

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that those conditions will be fulfilled in the reporting period.

Resources expended

All expenditure is accounted for on an accruals basis. All expenses, including support costs and governance costs are allocated or apportioned to applicable expenditure headings.

Support and governance costs have been split between the fund-raising and charitable activities based upon staff time. Governance costs comprise all costs involving the public accountability of the charity and its compliance with regulation and good practice. These costs include those relating statutory compliance and legal fees on constitutional matters.

Staff costs are allocated to activities on the basis of staff time spent on those activities. Costs of charitable activities include governance costs and an apportionment of support costs (shown in note 4).

Expenditure on equipment, fixtures and fittings that exceeds £1,000 is capitalised. All fixed assets are initially recorded at cost. Currently the charity has no fixed assets.

Irise International CIO

Notes to the Financial Statements - continued
for the Year Ended 31 December 2025

1. ACCOUNTING POLICIES (continued)

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity.

Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund, where material, is included in the notes to the financial statements.

Pension costs

The charity operates a defined contribution pension scheme for employees. Contributions payable to the charity's pension scheme are charged to the Statement of Financial Activities in the period to which they relate. The assets of the scheme are held separately from those of the charity.

Irise International CIO**Notes to the Financial Statements - continued
for the Year Ended 31 December 2025**

	2025 £	2024 £
2. VOLUNTARY INCOME		
Income from grants and donations	<u>226,976</u>	<u>200,382</u>
	<u>226,976</u>	<u>200,382</u>
Grants received, included in the above, are as follows:		
Restricted funds		
Another Way Women's Foundation	4,000	-
Ashworth	-	3,000
Awards for All	16,660	-
Be One	3,549	-
Chalk Cliff Trust	5,000	-
Brelms	-	6,000
CEU	-	7,022
Charles & Elsie Sykes Trust	2,000	-
Coles Medlock	-	5,000
Faroe ODA	-	40,729
Flintshire City Council	8,000	-
Freshgate Trust Foundation	1,500	-
Headley Trust	30,000	-
JG Graves Charitable Trust	-	2,000
Joffe Charitable Trust	50,000	2,000
KE Awards	18,850	-
One Stop	-	1,000
Peter Stebbings Memorial	5,000	-
PHS	4,000	-
RiceBox	750	-
Rosa Foundation	-	5,220
Scurrah Wainwright	5,000	-
Sense Foundation	20,805	14,930
Souter	-	3,000
The Big Give	-	2,500
The Waterloo Foundation	3,000	67,700
University of Sheffield 1	3,000	-
University of Sheffield 2	3,500	-
Waterloo Sustainability Grant	20,000	-
Donated Products	-	-
Total restricted grant income	204,614	160,101
Unrestricted grants	22,362	40,281
Total unrestricted grants and donations	22,362	40,281
Total	226,976	200,382

Irise International CIO

Notes to the Financial Statements - continued for the Year Ended 31 December 2025

	Unrestricted £	Restricted £	2025 £	2024 £
3. Expenditure				
Generating Funds				
Staff costs	4,135	10,877	15,012	22,099
Direct costs	0	4,035	4,035	6,674
Support costs	3,859	47,830	51,689	44,796
Total	<u>7,994</u>	<u>62,742</u>	<u>70,736</u>	<u>73,569</u>
Charitable Activities				
Staff costs	0	32,631	32,631	25,471
Direct costs	0	118,586	118,586	127,538
Support costs	0	803	803	19,131
Total	<u>0</u>	<u>152,020</u>	<u>152,020</u>	<u>172,140</u>
Total				
Staff costs	4,135	43,508	47,643	47,570
Direct costs	0	122,621	122,621	134,212
Support costs	3,859	48,633	52,492	63,927
Total	<u>7,994</u>	<u>214,762</u>	<u>222,756</u>	<u>245,709</u>

Support costs are allocated on the basis of staff cost.

Support Costs include

Rent and rates	3,206	3,184
Governance	680	680
Other overheads	5,041	12,747
	<u>8,927</u>	<u>16,611</u>

4. Staff Costs

UK net salaries	46,000	45,976
UK employers NI	452	413
UK staff pensions	1,191	1,181
	<u>47,643</u>	<u>47,570</u>

The headcount of employees over the year was:

UK	1	3
	<u>1</u>	<u>3</u>

5. Creditors

Trade Creditors	-	3,225
Payroll creditors	1,067	2,796
Deferred income	131,000	-
Accruals	680	680
	<u>132,747</u>	<u>6,701</u>

Irise International CIO

Notes to the Financial Statements - continued for the Year Ended 31 December 2025

6. Analysis of Funds

	Balance B/fwd £	Received in year £	Spent in year £	Balance C/fwd £
Restricted Funds				
Another Way Women's Foundation	-	4,000	4,000	-
Ashworth	3,000	-	1,740	1,260
Awards for All	-	16,660	1,531	15,129
Be One	-	3,549	2,500	1,049
Chalk Cliff Trust	-	5,000	-	5,000
Charles & Elsie Sykes Trust	-	2,000	2,000	-
Faroe ODA	19,508	-	16,539	2,969
Flintshire City Council	-	8,000	1,000	7,000
Freshgate Trust Foundation	-	1,500	1,500	-
Headley Trust	-	30,000	25,578	4,422
JG Graves	17	-	-	17
Joffe Charitable Trust	-	50,000	50,000	-
KE Awards	-	18,850	840	18,010
One Stop	1,000	-	1,000	-
Peter Stebbings Memorial	-	5,000	-	5,000
PHS	-	4,000	4,000	-
RiceBox	-	750	750	-
Rosa Foundation	11	-	-	11
Scurrah Wainwright	-	5,000	259	4,741
Sense Foundation	-	20,805	15,079	5,726
The Waterloo Foundation	56,666	3,000	58,774	892
University of Sheffield 1	-	3,000	3,000	-
University of Sheffield 2	-	3,500	2,092	1,408
Waterloo Sustainability Grant	-	20,000	14,431	5,569
Donated Products	16,400	-	8,150	8,250
Total Restricted Funds	96,602	204,614	214,763	86,453
Unrestricted Funds	24,429	22,362	7,994	38,797
Total Funds	121,031	226,976	222,757	125,250

Irise International CIO

Notes to the Financial Statements - continued
for the Year Ended 31 December 2025

7. Comparative SOFA for year ended 31 December 2024

	2024		
	Unrestricted	Restricted	Total
	£	£	£
Income			
Income from grants and donations	40,281	160,101	200,382
Other income	-	-	-
Total income	40,281	160,101	200,382
Expenditure			
Expenditure on generating funds	17,435	56,134	73,569
Expenditure on charitable activities	2,961	169,179	172,140
Total Expenditure	20,396	225,313	245,709
Net movement income for the year	19,885	(65,212)	(45,327)
Balance brought forward	4,544	161,814	166,358
Balance carried forward	24,429	96,602	121,031



Irise International

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